

HOUSE BILL REPORT

HB 2669

As Reported by House Committee On:
State Government, Elections & Information Technology

Title: An act relating to adding part-time employees to state civil service.

Brief Description: Adding part-time employees to state civil service.

Sponsors: Representatives Doglio, Ormsby, Hudgins, Valdez, Fitzgibbon, Jinkins, Goodman, Macri, Ortiz-Self, Stanford, Ryu and Pollet.

Brief History:

Committee Activity:

State Government, Elections & Information Technology: 1/23/18, 1/24/18 [DP].

Brief Summary of Bill

- Removes the exemption of part-time employees from the Civil Service Law.
- Removes lapsed restrictions on salary increases for exempt employees from the language of the Civil Service Law.

HOUSE COMMITTEE ON STATE GOVERNMENT, ELECTIONS & INFORMATION TECHNOLOGY

Majority Report: Do pass. Signed by 6 members: Representatives Hudgins, Chair; Dolan, Vice Chair; Appleton, Gregerson, Johnson and Pellicciotti.

Minority Report: Do not pass. Signed by 2 members: Representatives McDonald, Ranking Minority Member; Kraft, Assistant Ranking Minority Member.

Minority Report: Without recommendation. Signed by 1 member: Representative Irwin.

Staff: Travis Yonker (786-7383).

Background:

In 1961 Washington's Civil Service Law was enacted through a voter initiative for the stated purpose of establishing a system of personnel administration based on merit principles and

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methods governing the hiring, promotion, transfer, layoff, recruitment, retention, classification, salary, discipline, and training of state employees.

Since the time of its enactment, the Civil Service Law has exempted various categories of employees, including part-time employees. A part-time employee is defined by the Washington Personnel Resources Board (PRB) as one who is scheduled to work less than that required for a full-time employee.

Beginning on February 18, 2009, the Civil Service Law was amended to place temporary restrictions on salary increases for exempt employees. Those temporary restrictions were extended through June 29, 2013.

Summary of Bill:

Part-time employees are no longer exempt from Washington's civil service laws. Restrictions on salary increases for exempt employees that lapsed in 2013 are removed from the Civil Service Law.

Appropriation: None.

Fiscal Note: Requested on January 23, 1018.

Effective Date: The bill takes effect 90 days after adjournment of the session in which the bill is passed.

Staff Summary of Public Testimony:

(In support) This removes an arbitrary barrier to unionization for part-time employees. One example is sexual assault nurses, who are highly specialized, but do not have a voice in the workplace because they were part-time. State government should be doing what they can to promote good employment. The removal of the exemption for part-time employees would not apply to student employees. In the case of part-time employees that work for colleges, they do the same work as full-time employees, but do not get the same benefits. Part-time employees are more likely to leave employment due to limits in benefits, leaving full-time employees to invest more time into training new hires.

(Opposed) Keeping part-time employees exempt gives employers flexibility. There would be added costs to removing that exemption, and this would lead to fewer part-time employees being hired. In colleges, many categories of part-time employees would be impacted, including security staff, tutors, and sports announcers. This added cost would be passed on to students.

Persons Testifying: (In support) Representative Doglio, prime sponsor; Lindsey Grad, Service Employees International Union 1199 Northwest; and Matt Zuvich, Washington Federation of State Employees.

(Opposed) Ed McCallister, State Board for Community and Technical Colleges; and Sue Williamson, Highline College.

Persons Signed In To Testify But Not Testifying: None.